

EXHIBIT 1

UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF TEXAS
AUSTIN DIVISION

STEPHANIE HERNANDEZ,
Plaintiff,

v.

CLEARWATER TRANSPORTATION,
LTD.,
Defendant.

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CIVIL ACTION NO. 1:18-CV-319-RP

JURY TRIAL DEMANDED

PLAINTIFF'S STATEMENT OF THE CASE

Plaintiff Stephanie Hernandez contends that Defendant Clearwater Transportation Ltd. violated her rights when they terminated her employment shortly after she informed her supervisors, including President Monty Merrill, that she was pregnant and after she requested accommodations following her hospitalization with a pregnancy-related disability called hyperemesis gravidarum. Hernandez contends that Clearwater refused to transfer her into an open role for which she was qualified and instead fired her. Title VII of the Civil Rights act of 1964, as amended by the Pregnancy Discrimination Act, provides women affected by pregnancy or childbirth shall be treated no worse than others for all employment related purposes, and the Americans with Disabilities Act provides that a qualified individual with a disability is entitled to reasonable accommodations and cannot be retaliated against for requesting reasonable accommodations. Plaintiff Hernandez claims Clearwater violated both laws, and she seeks justice for the harms and losses she suffered as a result.

Respectfully submitted,

/s/ Matthew Caponi
Austin Kaplan
State Bar No. 24072176
akaplan@kaplanlawatx.com

Matthew “Maff” Caponi
State Bar No. 24109154
mcaconi@kaplanlawatx.com
Ryan Estes
State Bar No. 24120586
restes@kaplanlawatx.com
KAPLAN LAW FIRM, PLLC
406 Sterzing St.
Austin, Texas 78704
PH: 512.553.9390
FX: 512.692.2788

COUNSEL FOR PLAINTIFF

CERTIFICATE OF SERVICE

I hereby certify that on this 25th day of February 2022, I sent a true and correct copy of the above and foregoing to all counsel of record as follows:

Via CM/ECF

Michael J. DePonte

State Bar No. 24001392

Michael.DePonte@jacksonlewis.com

Alise N. Abel

State Bar No. 24082596

Alise.Abel@jacksonlewis.com

JACKSON LEWIS

500 N. Akard, Suite 2500

Dallas, Texas

PH: (214) 520.2400

COUNSEL FOR DEFENDANT


Matthew Caponi